

This Union Thing Will Affect You!

QUESTION: Some people are saying they don't care one way or the other if a union gets in at Sofidel. It's not going to affect them. Is that right?

ANSWER: **No.** If the Union gets in, it will affect you because:

- The Union becomes your **exclusive** bargaining representative for **all** employees in the bargaining unit and would have the **sole authority** to bargain for you, but **you could not opt out**.
- You would be **bound** by whatever is negotiated – even if the Teamsters bargained away things like your quarterly bonuses, 401(k) plan, or time off benefits. What the union agrees to in negotiations often depends on what the union, or the employees handpicked by the union, want.
- You would be subject to the Teamsters Constitution, which **requires** that “every member covered by a collective bargaining agreement at their place of employment authorizes the Local Union to act as his or her exclusive bargaining representative with full and exclusive power to execute agreements with the employer governing terms and conditions of employment and to act for him or her....” (Article XIV, Section 3)

Unions affect everyone. Vote NO!